



# Helton, Walter & Noelker

ATTORNEYS AT LAW

## Website Accessibility, Nondiscrimination and Government Compliance with ADA Policies

### ***Accessibility:***

We continue to work on improving the accessibility of content on the website. Below, you'll find a few recommendations to help make the browsing experience more accessible if you desire visual, audio, or navigational assistance.

**For the Visually Impaired:** If you have trouble seeing websites and the content therein, the [U.S. Social Security Administration](#) offers tips for optimizing your computer and browser to improve your experience:

Use your computer to [read Web pages](#) out loud

Use the keyboard to [navigate screens](#) and [forms](#)

[Increase text size](#)

[Magnify your screen](#)

[Change background and text colors](#)

[Make your mouse pointer more visible \(Windows only\)](#)

**Audio Assistance – Closed Captioning for videos or audio files:** Closed captioning provides a transcript for the audio track of a video presentation that is synchronized with the video and audio tracks. Captions are generally visually displayed over the video, which benefits people who are deaf and hard of hearing and anyone who cannot hear the audio due to noisy environments. Most of our video content is hosted on YouTube and includes captions. [Learn how to turn captioning on and off in YouTube.](#)

**Audio Assistance – Volume Controls:** Your computer, tablet, or mobile device has volume control features. Each video and audio service has its own additional volume controls. Try

adjusting both your device's volume controls and your media player's volume controls to optimize your listening experience.

**Keyboard and Mouse Alternatives:** If you are looking for mouse and keyboard alternatives, speech recognition software such as Dragon Naturally Speaking may help you navigate websites and online services. This software allows the user to move focus around a Web page or application screen through voice controls.

**Additional Assistance:** If the recommendations above do not meet your needs, we invite you to contact us for assistance by calling our practice at the phone number listed on our website.

***Notice of Nondiscrimination:***

**Nondiscrimination statement for significant publications and signification communications that are small-size:**

Helton, Walter & Noelker Attorneys at Law complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Helton, Walter & Noelker Attorneys at Law does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

If you believe that Helton, Walter & Noelker Attorneys at Law has discriminated on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with Bill Noelker at (859) 236-1010.

You can also file a civil rights complaint with the U.S. Department of Justice, Civil Rights Division, electronically through the ADA complaint portal available at [https://www.ada.gov/filing\\_complaint.htm](https://www.ada.gov/filing_complaint.htm), or by mail or phone at:

U.S. Department of Justice  
950 Pennsylvania Avenue, NW  
Civil Rights Division  
Disability Rights Section – 1425 NYAV  
Washington, D.C. 20530

ADA Information Line: (800) 514-0301  
TTY: (800) 514-0383

Complaint forms are available at <https://www.ada.gov/complaint/>.

### **Governmental Compliance Notice:**

This law firm complies with applicable federal civil rights laws and does not discriminate on grounds of race, color, national origin, age, disability, or sex. This law firm does not exclude or treat people differently because of their race, color, national origin, age, disability, or sex.

#### **Spanish**

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#### **Chinese**

本律师事务所遵守适用的联邦公民权法，不因种族，肤色，国籍，年龄，残疾或性别而歧视。

本律师事务所不因种族，肤色，民族血统，年龄，残疾或性别而不同地排斥或对待他人。

#### **German**

Diese Anwaltskanzlei entspricht den geltenden bundesstaatlichen Bürgerrechtsgesetzen und diskriminiert nicht aufgrund von Rasse, Hautfarbe, nationaler Herkunft, Alter, Behinderung oder Geschlecht. Diese Anwaltskanzlei schließt Menschen aufgrund ihrer Rasse, Hautfarbe, nationalen Herkunft, ihres Alters, ihrer Behinderung oder ihres Geschlechts nicht anders aus oder behandelt sie nicht.

#### **Vietnamese**

Công ty luật này tuân thủ luật pháp về quyền công dân liên bang và không phân biệt đối xử về chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, tình trạng khuyết tật, hoặc giới tính. Công ty luật này không loại trừ hoặc đối xử với người khác theo chủng tộc, màu da, nguồn gốc quốc gia, tuổi tác, tình trạng khuyết tật, hoặc giới tính.

#### **Arabic**

وتلتزم شركة المحاماة هذه بقوانين الحقوق المدنية الاتحادية المعمول بها ولا تميز على أساس العرق أو اللون أو الأصل القومي أو السن أو الإعاقة أو الجنس. ولا

تستثني شركة المحاماة هذه الأشخاص أو تعالجهم بشكل مختلف بسبب عرقهم أو لونهم أو أصلهم القومي أو سنهم أو إعاقتهم أو جنسهم.

### **Serbian**

Ова адвокатска канцеларија је у складу са важећим савезним законима о грађанским правима и не дискриминира на основу расе, боје, националног поријекла, старости, инвалидитета или пола. Ова адвокатска канцеларија не искључује и не третира људе другачије због расе, боје, националног поријекла, старости, инвалидитета или пола.

### **Croatian**

Ova odvjetnička tvrtka udovoljava važećim saveznim zakonima o građanskim pravima i ne diskriminira na temelju rase, boje, nacionalnog podrijetla, dobi, invaliditeta ili spola. Ova odvjetnička tvrtka ne isključuje ili ne tretira ljude drugačije zbog njihove rase, boje, nacionalnog podrijetla, dobi, invaliditeta ili spola.

### **Japanese**

この法律事務所は、適用される連邦の市民権法を遵守し、人種、色、国籍、年齢、障害または性別を理由に差別することはありません。

この法律事務所は、人種、色、国籍、年齢、身体障害、または性別が異なるため、人々を異なる方法で除外または治療することはありません。

### **French**

Ce cabinet d'avocats respecte les lois fédérales applicables en matière de droits civils et ne fait aucune discrimination fondée sur la race, la couleur, l'origine nationale, l'âge, le handicap ou le sexe. Ce cabinet d'avocats n'exclut pas et ne traite pas les personnes différemment en raison de leur race, couleur, origine nationale, âge, handicap ou sexe.

### **Korean**

이 법률 사무소는 해당 연방 민권 법을 준수하며 인종, 피부색, 출신 국가, 연령, 장애 또는 성별을 이유로 차별하지 않습니다. 이 법률 사무소는 인종, 피부색, 국적, 연령, 장애 또는 성별로 인해 사람들을 다르게 배제하거나 대우하지 않습니다.

## **Nepali**

यो कानुनी फर्म लागू संघीय नागरिक अधिकार कानुनी कानूनका साथ अनुगमन गर्दछ र जाति, रंग, राष्ट्रिय मूल, उमेर, असक्षमता वा लिंगको आधारमा भेदभाव हुँदैन। यो कानुनी फर्मले तिनीहरूको जाति, रंग, राष्ट्रिय मूल, उमेर, असक्षमता वा यौनको कारण फरक फरक नगर्ने वा व्यवहार गर्दैन।

## **Somali**

Shirkaddan sharcigu wuxuu u hoggaansamaa shuruucda xuquuqda madaniga ee federaaliga oo aan kala takoorin sababo jinsi, midab, asal qaran, da ', naafonimo, ama jinsi. Shirkadan sharci-yaqaanku kama saari karo ama u daaweynayo dadka si kala duwan sababtoo ah jinsiyad, midab, asal qaran, da ', naafonimo, ama galmo.

## **Russian**

Эта юридическая фирма соответствует применимым федеральным законам о гражданских правах и не допускает дискриминации по признаку расы, цвета кожи, национального происхождения, возраста, инвалидности или пола. Эта юридическая фирма не исключает или лечит людей по-разному из-за их расы, цвета кожи, национального происхождения, возраста, инвалидности или пола.

## **Filipino**

Ang katungkulan ng batas na ito ay sumusunod sa mga angkop na pederal na batas sa mga karapatang sibil at hindi nagpapakita ng diskriminasyon batay sa lahi, kulay, bansang pinagmulan, edad, kapansanan, o kasarian. Ang opisina ng batas na ito ay hindi nagbubukod o nakikitang iba sa mga tao dahil sa kanilang lahi, kulay, bansang pinagmulan, edad, kapansanan, o sex.

## **Swahili**

Kampuni hii ya sheria inakubaliana na sheria za haki za kiraia zinazohusika na hazitambui kwa sababu ya rangi, rangi, asili ya kitaifa, umri, ulemavu, au ngono. Kampuni hii haifai au kuwatendea watu tofauti kwa sababu ya rangi, rangi, asili ya kitaifa, umri, ulemavu, au ngono.